



Arlington Human Rights Commission Minutes

Date: Wednesday October 21, 2020

Time: 8:00 PM- 10:00 PM

Location: Conducted by Remote Participation

Notice to the Public on meeting privacy In the interests of preventing abuse of videoconferencing technology (i.e. Zoom Bombing) all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Please allow additional time to join the meeting. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial-in information provided.

Please read Governor Baker's Executive Order Suspending Certain Provision of Open Meeting Law for more information regarding virtual public hearings and meetings: <https://www.mass.gov/doc/open-meeting-law-order-march-12-2020/download>

Attendees: Co-chairs Grossman and Bauer, Commissioners Baron, Rogers, Haynes, Pusey, Soneja, Brown, Jolin

Absent: Commissioners Carney, Horowitz, Minton

Liaisons: Jillian Harvey- DEI Coordinator, Captain Richard Flynn- APD Rep.

Interns Tessa Erbe, Annika Benn

Community Members: Pete Gast, Rebecca Gruber, Katell Guellec, Nick Stein, Laura Keisel, Allison Dahl, Kelly Eversole, Judith Garber, Elizabeth Dray, Anna Henkin, Len Diggins, Katie Sonin, unidentified member (joined via phone), Esther Kingston-Mann, Louise Popkin, Michaiah Healy, Elaine Lyte, Kristina Fontanez, Catherine Feuillet

Minutes

Meeting called to order at 8:00pm by Co-chair Grossman

1. Co-chair Report
 - a. Thank you to Commissioner Brown for the newsletter
 - b. Get out the vote message needed
 - c. Meeting with the Diversity Task Group co-chairs to identify possible synergies
 - d. Numerous messages received and responded to about the Back the Blue rally in September and letters from a Houston, Texas address that was critical of the Co-Chairs' position on Black Lives Matter
 - e. Announcement – Jill Harvey to be promoted to Director of Diversity, Equity, and Inclusion in November. This raises the department to division level. The Commission congratulates Jillian and agrees that this promotion is richly deserved. A new administrative support staff person will also be starting
2. Review of Minutes
 - a. A motion to accept the September monthly minutes was made by Commissioner Soneja, seconded by Commissioner Brown, accepted unanimously.
 - b. A motion to accept the September retreat minutes was made by Commissioner Rogers, seconded by Commissioner Pusey, accepted unanimously
3. Review of Community Input
 - a. Five emails received requesting the endorsement of the Article relating to the BLM banner, three appreciated the Native American imagery forum
4. Retreat discussions
 - a. Thank you to Commissioners Pusey & Rogers for their presentations. It was noted that the priorities for the coming year need to be kept realistic and include:
 - i. Identifying structures such as incident/complaint process, rules and regulations, and by-law changes
 - ii. Outreach/In-reach includes responding to incidents as part of outreach, developing liaisons with School Committee, Select Board, and others within Town government
 - iii. Maximizing impact (e.g. responding to incidents, events, taking care of others/uplifting)
 - b. Each goal will be reviewed in depth at subsequent meetings
5. Rules and Regulations

- a. Deep dive into the rules & regulations with discussions regarding the difference between an incident & a complaint and proposed changes listed in a summary document. Votes on these will be taken at the next meeting
- 6. Indigenous People's Day
 - a. Working on finalizing a proposed Select Board proclamation and Warrant Articles
 - b. Warrant Article must be submitted during December/January timeframe
 - c. Require broad support within the community, including speakers such as historians, people of Native American heritage, students, teachers
 - d. Need to draft an HRC statement to accompany – talking points about the legislative aspect and one about the educational aspect that covers the National Day of mourning
- 7. Racial Equity Action Plan and Warrant Articles
 - a. Being considered for the Action Plan: staff training, teach-ins with National League of cities and Powerful Pathways
 - b. Ms. Harvey reported that the first meeting was held with the core equity team, will be rolling out a climate assessment for all staff regarding their comfort in discussing race, then considering what policies can be changed that affect all departments
 - c. Possible AHRC suggestions that could be made were discussed, including: complete the plan by end of year, plan to revise the employee handbook - lay out standards, memorialize BLM, teach-ins to reinforce community conversations, develop policies against racist behaviors, harmonize policies so these should also apply to those covered under CBA, use of force adopted by the APD, extend to all Town employees, clarify rules re who can be fired, disciplined, how do we square jurisdiction between town and state if the state police reform bill is passed, define Restorative Justice. Current plan to limit racial equity training to Town staff, a parallel plan underway for community members, AHRC should make a statement that the community is looking for action for this plan to move forward. We are in an important moment in history, and we should ensure that we as a Town are behind it.
 - d. Motion made by Commissioner Pusey to propose an ad hoc Working Group to propose a list of items to the Town. Seconded by Commissioner Rogers, unanimous vote
 - e. Warrant Article# 6 – Study group for Civilian Review Board. Motion proposed by Commissioner Soneja to endorse, seconded by Commissioner Brown, unanimously approved
 - f. Warrant Article# 25 – To hang the Black Lives Matter banner at Town Hall. Acknowledgement about the special moment in history and for the Town

to weigh in, consideration suggested of a permanent memorial. Discussion about relevance to other groups and the need to focus on solving the real issues, rather than spending time on discussions of the banner. Motion proposed to endorse by Commissioner Soneja, seconded by Commissioner Rogers, unanimously approved.

8. Review of Working Groups

a. Outreach

- i. Working with the business anti-bias Task Group which is evaluating national programs that might be used in Arlington.
- ii. Meeting with Envision Arlington
- iii. Reviewed publicity material to promote AHRC

b. Communication

- i. Met with Commissioners re the publication of the newsletter
- ii. BLM incident map has been viewed 250 times
- iii. WBUR interview, Commissioner Brown participated; will be broadcast on Nov 1
- iv. Upcoming: Winter festival acknowledgement, importance of voting, coffee chat dates

c. Schools and Education

- i. Need a resource sheet to help address incidents at schools
- ii. Discussion about how best to receive input from community groups: PTO, DIGs, staff/faculty member can be a conduit with equity/leadership committee at Gibbs School
- iii. Met with School Committee CIAA sub-committee with regards to discipline issues report from July, all bullet points within the report were discussed, spoke about collection of data, analysis of data, need for transparency.
- iv. A climate survey to be sent to all members of the Arlington Public Schools that will include all the issues raised
- v. School Resource Officer Memorandum of Understanding to be addressed

d. Events

- i. Native American imagery event went really well, a lot of positive feedback from the community, the panelists felt very supported during the event
- ii. Available on YouTube channel
- iii. AHS looking to collaborate with regards to Native imagery
- iv. Next events: Housing, especially since the eviction moratorium has expired
- v. A question was raised regarding the reuse of the Black history

month banners from 2020. Most of them are reusable; the Commission will need to make a request to the Select Board for approval to hang banners again

9. Community Input

- a. The Newsletter was great, thank you for endorsing the 2 articles. Suggests the AHRC consider how to involve children, encourage people to look at the banners, ensure access to Town Hall for all, and communicate about early voting.
- b. Appreciation for the Warrant Article endorsements, happy to see all the work going on in this Commission. Would like to see cooperation with DTG on education related to Black Lives Matter.

10. Incidents

- a. Commissioners provided input regarding assigned incidents
- b. Captain Flynn provided APD updates

11. Announcements: None

A motion to adjourn was made by Commissioner Brown, seconded by Commissioner Rogers, and unanimously approved.

Next meeting: November TBD, 2020, 8:00 pm, Remote Participation.

Anyone needing accessibility information or other assistance in order to attend this meeting should contact Jillian Harvey, jharvey@town.arlington.ma.us. This meeting is open to all interested individuals.